

Space Professional

Personnel Update

by LTC Mike Powers



LTC Mike Powers is an FA40 officer serving as Chief, FA40 and Army Space Cadre Office. Powers previously served as Chief, Intelligence Surveillance Reconnaissance Division, U.S. Army Space and Missile Defense Command, Force Development and Integration Center. His professional experience includes 17 years as a Military Intelligence officer, having served in various intelligence staff and command positions from platoon to national level. His Space-related MI assignments include commanding V Corps' TENCAP Company, Mainz-Finthen, Germany, and Chief, National Imagery Operations and Exploitation Branch at the National Ground Intelligence Center, Washington, DC. He is a graduate of the U.S. Army Intelligence & Security Command/Nation Security Agency, National Systems Development Program, and has operational deployments to the Sinai (multinational force and observers), Kuwait/Iraq (Operations Desert Shield/Storm), and East Timor (Operation Stabilize).

Since it's only been a short time since the last edition of the Army Space Journal, my update will be brief, although there is much going on within the functional area and officer management throughout the Army. The majority of our efforts since February have been focused on planning and executing the FA40 Training Conference that will be held the end of May in Long Beach, Calif. We greatly appreciate the support and assistance you all have pro-

vided to make this the best conference possible.

At the time this article is in print in a few weeks, we will be executing and looking forward to 2006. We are already looking at options for next year; we've received considerable input to look at changing the location, so we are developing a few alternatives. Let us know if you have any suggestions, it is your conference after all. Here is a quick update on other key proponent and Cadre issues:

Accessions

The annual Career Field Designation (CFD) board met in late March to assess YG95 officers into functional areas. We expect the results of the board to be published in early to mid June, and are anticipating between five to seven new FA40s in addition to the five YG95 officers that were early CFDd last November. Assession numbers are determined by DA G-1 based on inventory and authorizations. The total number of 12 may seem inadequate to many of you based on the authorization growth we are having in the next three to five years, but it is based on approved authorizations at the time of the board, and the numbers match up. The Army is trying to anticipate growth as much as possible, but there will be some short-term pain in terms of shortages that we will try to balance across the force as best possible. FA40 as a whole is doing very well in comparison to the rest of the Army's functional areas in meeting our authorizations, and we'll do our best to improve the situation as the Army transforms. A real success story and a great way to increase our ranks is through the branch transfer process. In fact, we've added four new officers since February through branch transfer, MAJ David Reid, MAJ Brian Moore, MAJ John Price, and MAJ Joseph Guzman; welcome to FA40. The branch transfer process into functional areas is much more efficient than in past and seems to be favoring the officer's desires as long as the losing branch is not short inventory. There is no longer a two-year waiting period after the CFD board; it has been reduced to six months. Additional information about the branch transfer process is available on the Human Resources Center Web site. We are hearing that the next CF board for YG96 officers may be as early as 1st Quarter, FY06 vice usual Spring/early Summer timeframe. Will keep you all posted, but if you know of any YG96 officers considering FA40, please have them contact the Proponent Office or MAJ Jay Driscoll at HRC.

Army Space Cadre

The Army Space Cadre Force Management Analysis (FORMAL) continues to move along towards Vice Chief of Staff of the Army decision brief in August 2005. The end-state will be an approved Army cadre that considers officers, NCOs, enlisted, and civilians. We are in the closing days of Phase III, which will determine who will potentially be in the cadre and how they would be classified for development and management. Phase IV continues through the summer and will determine specific procedures for managing the cadre and impacts across Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel and Facilities (DOTMLPF). The FORMAL is quad-chaired by Headquarters Department of the Army G1, G3/5/7 (strategy/plans and force management), and U.S. Army Space and Missile Defense Command. Additional information about the Cadre status will be briefed at the FA40 Conference and provided in future updates.

Air Force Space and Missile Badge

No significant changes to past updates on the badge. We continue to work with the Air Force on a proposal to expand the wear of the current badge and expect resolution by the FA40 Conference. The Air Force has gained approval for creation and wear of the new Air Force Space Cadre Badge, and we are in discussions to have Army cadre wear the badge as well. No time line has been established for badge transition at this time, will keep you all posted.

While on the subject of the Space Badge, would like to congratulate the following FA40s on earning the Senior and Master Badges over the past year: Senior Badge: COL Timothy Coffin, COL Michael Connolly, LTC Patrick Frakes, LTC Eric Henderson and LTC Bill Whitney; Master: COL Jim Pierson. For any officers that have questions on criteria for these badges, please contact us.

FA40 Authorization Growth

We've recently conducted an extensive review of authorization growth from now until FY11, and had the opportunity to brief LTG Larry J. Dodgen, Commanding General, U.S. Army Space and Missile Defense Command (SMDC) on the results and some recommendations of how to address some of our challenges. As many of you are aware, we are growing authorizations considerably (approximately 60%) as part of Army modularity, especially in Space Support Elements of UExs and UEys. Our primary challenge is ensuring we can fill these high priority tactical authorizations and still maintain our ability to influence and shape the future of Space in organizations such as SMDC, National Security Space Office, National Reconnaissance Office and other national agencies. We've been directed to develop a plan to man our authorizations across the force and not to "strip" our echelon above corps or TDA force in the near term. We are also looking at better ways to structure our force, both in Modified Table Of Organization & Equipment (MTOE) and Table of Distribution-Augmentation (TDA) organizations. Over time, the personnel system will align with the force development system so we have required inventory at the right time as authorizations are approved, that is the goal. There will be challenges in the near term however.

One of the most important things we need to develop is a coherent strategy for roles and missions for Army Space that then leads us to the type of structure we need in echelon above corps, commands and organizations. The work we've done over the past two years in building a robust, capable and right-sized tactical Space force needs to be mirrored and balanced against our echelon above corps requirements as well. I receive great ideas from FA40s every day about where we would have impact in elements such as U.S. Strategic Command (USSTRATCOM) and its Joint Functional Component Commands (JFCCs), NSSO, NRO, 14th Air Force, Army Test and Evaluation Command (ATEC), National Space Security Institute (NSSI) and several others. Those all need to be validated, prioritized and assessed against a strategy and then pursued with the sponsoring commands to bring them to fruition. The first hurdle is the process and strategy that helps bring about the decisions. We will work this issue with most of the FA40 O6s initially at the FA40 Conference and in the weeks to follow.

OPMS III Review

The Department of the Army (DA) review of OPMS III continues, there was a council of colonels in March and another is scheduled for July that all proponents participate in. The key issues for FA40 remain early Career Field Designation (CFD), currently projected to be at the seven-year point for FA40s, and potential realignment of branches and functional areas. DA has already implemented a form of early CFD last November when we received six officers currently attending ACS programs at Naval Post Graduate School in to FA40. We will keep you posted as decisions are made and solicit your input at key points in the process. Related to the OPMS III review, I've mentioned in past updates that DA Pam 600-3 is under review at DA, and we expect final approval in the near future; there is no change to that, we expect approval in upcoming weeks. Our revised chapter 42 is still available on SONET for your review.